## DEEP DIVE ON WORKPLACE ACCOMMODATIONS Presented by Laura Merritt and Malinda Gaul University of Texas, Continuing Legal Education May 5-6, 2022 – Austin, TX

## What is an "accommodation"?

Dictionary definition\*:

"...the act of accommodating someone or something : the state of being accommodated: such as:

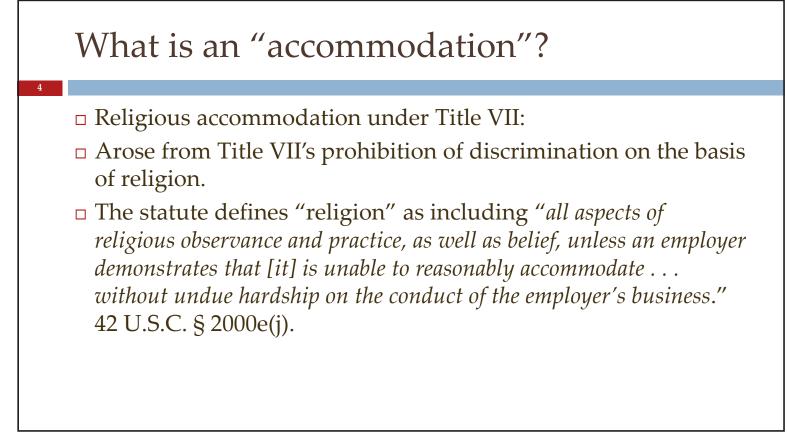
... the providing of what is needed or desired for convenience."

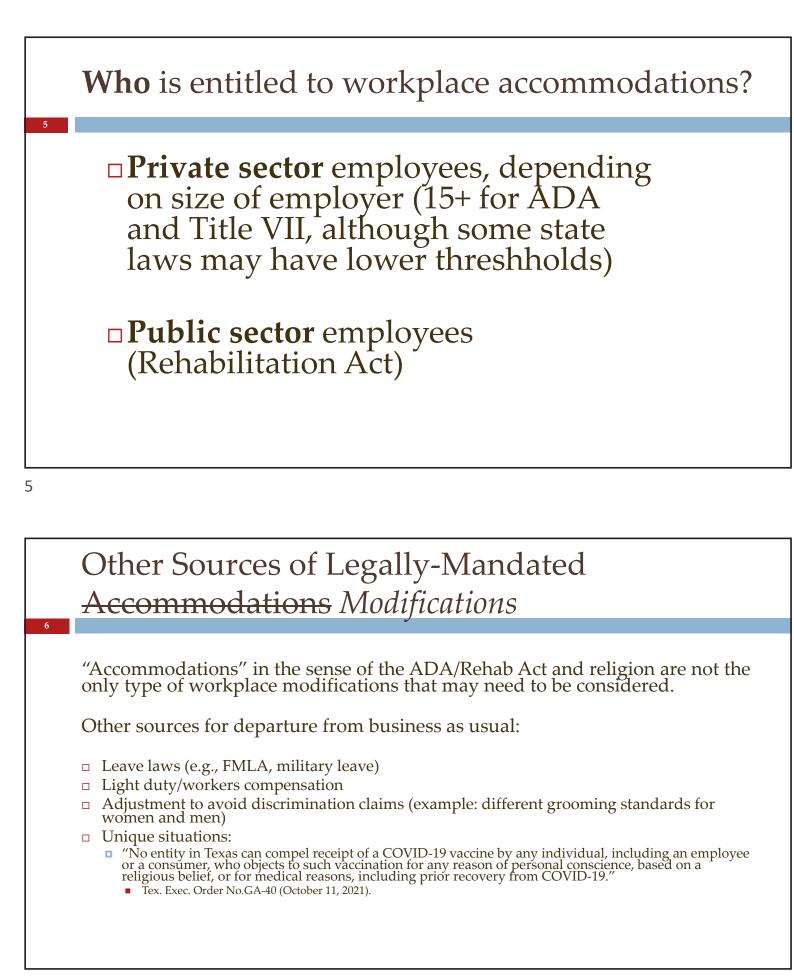
\* Retrieved May 2, 2022, from https://www.merriam-webster.com/dictionary/accommodation

## What is an "accommodation"?

- □ Legal definitions much more narrow:
- For example, under Title I of the Americans with Disabilities Act, a reasonable accommodation is a modification or adjustment to a job, the work environment, or the way things are usually done during the hiring process.
- "In general, an accommodation is any change in the work environment or in the way things are customarily done that enables an individual with a disability to enjoy equal employment opportunities." 29 C.F.R. pt. 1630 app. § 1630.2(o) (1997).

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